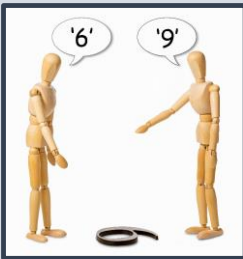




John F. Kennedy

"Leadership and learning are indispensable to each other."

A small, handwritten signature of John F. Kennedy in cursive script.



Chapter One

**To Judge or Not to Judge:
A Matter of Perspective**



"I feel like when people judge me they're not judging *me*, because they don't know who I am."

Gisele Bündchen









Objective
Impartial
Treats People
Appropriately

Patience
Tolerance
Understanding





Chapter Two

Bias

An Enemy Within

**“The eye sees only
what the mind is
prepared to
comprehend.”**

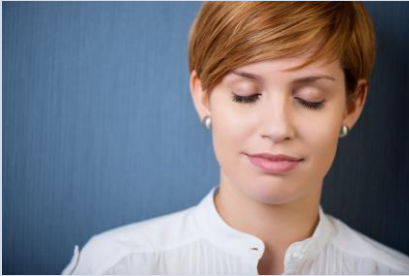
Robertson Davies















**“The eye sees only
what the mind is
prepared to
comprehend.”**

Robertson Davies



Awareness



Exposure to Biases





AZ Code of Conduct for Judicial Employees

RULE 2.3

Bias, Prejudice, and Harassment

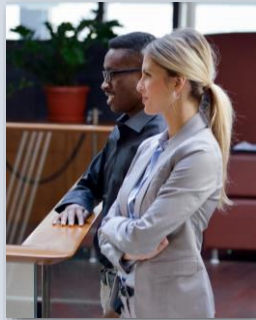
A judicial employee shall perform court duties without bias or prejudice and shall not manifest bias or prejudice by words or conduct, or engage in harassment in the performance of court duties. This includes but is not limited to bias, prejudice, or harassment based upon race, sex, gender, religion, national origin, ethnicity, disability, age, sexual orientation, marital status, socioeconomic status, or political affiliation.











Chapter Three



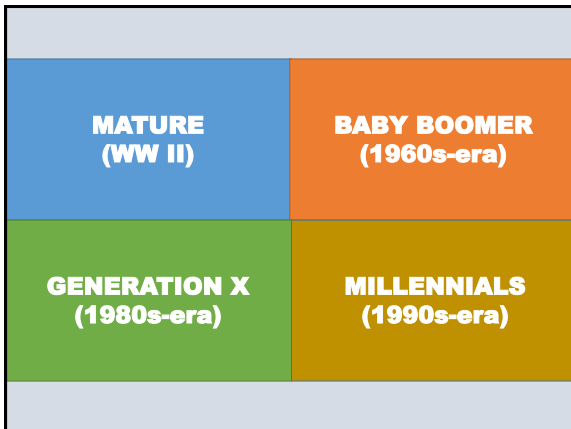
Seeing the Big Picture



“The starship Enterprise was a metaphor starship Earth, and the vision was that the strength of this starship lay in its diversity.”

George Takei











AZ Code of Conduct for Judicial Employees

RULE 2.6

Assistance to Litigants

A judicial employee shall assist litigants to access the courts by providing prompt and courteous customer service and accurate information consistent with the employee's responsibilities and knowledge and the court's resources and procedures while remaining neutral and impartial and avoiding the unauthorized practice of law...



Chapter Four



**Being a
Leader
is Doing
Your Best**



**"The pessimist
complains about
the wind. The
optimist expects
it to change. The
leader adjusts
the sails."
John Maxwell**









AZ Code of Conduct for Judicial Employees

RULE 2.5

Competence, Diligence, and Cooperation

(A) A judicial employee shall perform court duties competently, diligently, and promptly.



John Quincy Adams

**“If your actions
inspire others to
dream more, learn
more, do more and
become more, you
are a leader.”**

John Quincy Adams
